

Attachment 3
Davis-Bacon Act Worksheet

DBA COMPENSATION WORKSHEET

Task Order No.: _____ Site Name: _____

1. DBA General Decision Number:
State:
County or Subdivision:

2. DBA Labor Category:
Identification No. & Date:

3. DBA compensation Requirements (on a per hour basis)
Wage Rate: \$ _____
Fringe Benefits
 Stated as a Flat \$ Amount: \$ _____
 Stated as a % of Wage Rate (A): \$ _____
 \$ Equivalent of Days Off (8): \$ _____
Total DBA Required Compensation: \$ _____

4. Corresponding Personnel CLIN Description:
Applicable Loaded Fixed Hourly Rate (LFHR):
Contract Schedule Year (Base, 1, 2nd Option):

5. Raw Wage Component of LFHR (C): \$ _____
Fringe Benefit Component of LFHR (C): \$ _____
Total Compensation Component of LFHR: \$ _____

6. DBA Compensation (from 3 above): \$ _____
Less LFHR Compensation (from 5 above): \$ _____
Differential (enter 0 if 0 or negative): \$ _____

7. Adjustment to the LFHR:
Unadjusted LFHR (from 4 above): \$ _____
Positive Differential (from 6 above): \$ _____
10% of Positive Differential (D): \$ _____
Adjusted LFHR: \$ _____

8. Enter the Adjusted LFHR into the RCMS for application to construction type labor performed at this site.

9. Notes:

(A) Fringe Benefits are sometimes stated as both a flat \$ amount and a % of the DBA wage rate, for example:

Wage Rate = \$10.00 per hour, Fringe = \$1.50 + 5%. The stated flat amount is \$1.50 per hour, and the stated % amounts to $.05 \times \$10.00 = \0.50 per hour.

(B) Fringe Benefits sometime include days off, such as Holidays and Vacation days. Vacation days usually vary with years of service. Use the higher tier in a two tier system, or the second tier (upward progression) in a three or more tier system (unless it is known that a specific tier applies). These days off are converted to a \$ equivalent as follows:

- a. Example: 10 Holidays, and 2nd tier Vacation of two weeks after three years
- b. Total Days Off: 20 days @ 8 hours/day = 160 hours
- c. Annual \$ Value of Days Off = $160 \times \text{DBA Hourly Wage}$ (use \$10.00 from 1st Note) Annual \$ Value = $160 \times \$10.00 = \1600.00
- d. Hours per year: 52 weeks x 40 hours/week = 2080 hours
- e. \$ Equivalent of Days Off = Annual \$ Value/hours per year -
- f. $\$1600.00/2080 = \0.77 per hr

(C) For any personnel CLIN for which raw wage and fringe benefit components are not cited in the schedule, the contractor shall provide a normalized raw wage and normalized fringe benefit amount based on actual "non- DBA" raw wages and fringe benefit amounts of the affected employees. These normalized amounts will then be entered in Step 5 and be compared to the DBA required compensation in Step 6. For example, if the LFHR is \$20.00, and three employees are being utilized at the site for DBA work covered by this CLIN, and their actual raw wages are \$9.50, \$10.00, and \$10.50 per hour; the normalized raw wage would be \$10.00 per hour and be entered in Step 5. Similarly, if their actual fringe benefits were \$1.50, \$2.00, and \$2.50 per hour, the normalized amount of \$2.00 would be entered in Step 5.

(D) The adjustment includes 10% of the positive differential to compensate the contractor for additional payroll taxes and unemployment premiums required on the differential, which is additional raw wage.

Attachment 4
Department of Labor Wage Determinations

WD 96-0233 (Rev.-30)

WD 96-0223 (Rev.-30) was first posted on www.wdol.gov on 06/19/2012
Hazardous Waste Pickup/Disposal Services

REGISTER OF WAGE DETERMINATIONS
UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT
STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Diane C. Koplewski
Director
Division of Wage Determinations

Wage Determination No: 1996-0223
Revision No: 30
Date of Revision: 06/13/2012

NATIONWIDE: Applicable in the continental U.S. and Hawaii
Regions are defined as follows:

MIDWEST REGION: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin;

NORTHEAST REGION: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont;

SOUTH REGION: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia;

WEST REGION: Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

****Fringe Benefits Required Follow the Occupational Listing****

Employed on contracts for removal of oil spills, hazardous waste materials and related cleanup services.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
23440 - Heavy Equipment Operator		
MIDWEST REGION		28.56
NORTHEAST REGION		27.13
SOUTH REGION		24.88
WEST REGION		28.01
23470 - Laborer		
MIDWEST REGION		16.07
NORTHEAST REGION		16.46
SOUTH REGION		12.54
WEST REGION		14.35

30090 - Environmental Technician		
MIDWEST REGION		25.42
NORTHEAST REGION		27.06
SOUTH REGION		24.10
WEST REGION		25.58
31010 - Airplane Pilot		27.51
31361 - Truckdriver, Light		
MIDWEST REGION		14.49
NORTHEAST REGION		18.18
SOUTH REGION		11.78
WEST REGION		12.26
31362 - Truckdriver, Medium		
MIDWEST REGION		23.37
NORTHEAST REGION		23.41
SOUTH REGION		19.88
WEST REGION		21.95
31363 - Truckdriver, Heavy		
MIDWEST REGION		24.49
NORTHEAST REGION		24.59
SOUTH REGION		20.83
WEST REGION		23.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

VACATION (Hawaii): 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HEALTH & WELFARE (Hawaii): \$1.50 per hour, or \$60.00 per week, or \$260.00 per month hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$3.71 per hour.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits

paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the

Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Attachment 5
Routine Equipment List

List of Routine Supplies to be Included in Contractor's Overhead Rate

- Cascade System for Breathing Air (the breathing air is an incidental to cascade system for breathing air and its cost is a contractor responsibility)
- SCBAS, including face-mask and bottle
- Air Purifying Respirator
- Hard Hat, Safety Glasses, Ear Plugs
- Oil, Grease, Filters, etc. necessary for operation of equipment
- Maintenance/Service Vehicle or Trailer
- Hand Tools (hammers, wrenches, levels, etc., including sparking; Drum/Barrel Cart, Pallet Jack, Wheel Barrow)
- Sampling Tools (stainless steel pails, pans, trowels, drum thieves, calawasi tubes, etc.)
- Sampling Supplies (bottles, jars, preservatives, labels, chain-of-custody forms/labels, decontamination agents, etc.)
- Field tools (shovels, brooms, axes, spades, etc.)
- Field Chemistry Supplies (pH and other indicator papers, test tubes, vials, flasks, cotton swabs, propane torches, etc.)
- Emergency Egress System
- Drum/Barrel Punch for sampling and/or emptying drums
- Welding Stand, including torch, protective gear, and supplies
- Cutting Torch and protective gear
- Portable Eye Wash
- Saws; Hand or Electrical (chain, cut, band, circular, etc.)
- Detergents (laundry soap, shampoo, personnel or equipment decontamination detergent, etc.)
- Metal Detector
- pH Meter, Conductivity Meter, ORP Meter, Thermometer
- Combustible Gas Indicator
- Oxygen Meter
- Organic Vapor Analyzer
- Trash Can, Trash bags
- Vacuum Cleaner
- Safety, Pump, for Colormetric Tubes
- Safety, Meter, Monitor, Explosion
- Safety, Meter, Monitor, Expl/Oxygen
- Safety, Meter, Monitor , HNu (PID)
- Safety, Meter, Monitor, OVA, (FID)
- Safety, Meter, Monitor, IRD
- Safety, Meter, Monitor, Oxygen
- Safety, Meter, Monitor, Radiation
- Safety, Meter, Mon, Aerosol (specify)
- Safety, Meter, Monitor, Cyanide
- Safety, Meter, Monitor, H2S
- Safety, Meter, Monitor, Merc Vapor

- Safety, Compressor, Breathing Air
- Safety, Sampler, Air/Personnel Pump
- Field Personnel Decontamination Station
- Hand Held Radios
- Telephone, plain paper facsimile machine, including telephone cord/jacks
- Computer, Printer with double-sided copy and paper feed, Modem
- Photocopy Machine
- Batteries, Flashlight,
- Ice, Drinking Water Cooler/Ice Chest and Electrolytic Fluid Replacements for Workers
- Tape (duct, strapping, electrical, warning, hazardous, etc.)
- Hoses, including suction/discharge hoses for pumps
- Hose Nozzle or Head, Sprinklers
- Chairs, Tables, Desks or other Furniture Extension Cords
- Office supplies (pens, pencils, grease, glass jar markers, drum markers, all other markers, paper, calculators, paper clips, staplers, office tape, staple removals, stickers, labels, folders, notebooks, etc.)
- Spray paint, survey stakes and other markers, etc.

Personal Protective Items as follow:

- Coveralls and Gloves (including chemical resistant)
- Chemical Resistant Steel Toe and Shank Boots and disposable booties
- Long Cotton or other Underwear
- Fully Encapsulating Chemical Resistant Suit
- Level A Suit
- Escape Mask
- Face Shield for Hard Hat
- Nose Cup
- Cooling Equipment for Protective Clothing
- Examination gloves (latex, nitrile, inner gloves, etc.)

Reflective Safety Vest

**Attachment 7 –
Environmentally Preferable Practices**

ENVIRONMENTALLY PREFERABLE PRACTICES

1. Guidance on “green” buildings construction as well as operations and maintenance can be obtained at the following addresses: <http://www.epa.gov/greenbuilding/> and <http://www.wbdg.org>
2. Guidance on making both your business and your vehicle fleets “greener” can be obtained at the following address: <http://www.epa.gov/epp/pubs/products/fleets.htm>
3. Guidance on utilizing “green” accommodations while on travel status can be obtained at the following address: <http://www.epa.gov/epp/pubs/meet/greenmeetings.htm>
4. Guidance on planning “green” meetings can be obtained at the following address: <http://www.epa.gov/epp/pubs/meet/greenmeetings.htm>
5. Guidance on pollution prevention in the workplace can be obtained at the following address: <http://www.epa.gov/p2/pubs/industry.htm>
6. Guidance on improving the environmental performance of your business by developing an environmental management system can be obtained at the following address: www.epa.gov/ems

Information on how to get public recognition for meeting your business’s EMS targets and having an exemplary EMS can be obtained at: www.epa.gov/performancetrack/

7. Guidance on electronics procurement, reuse, and recycling can be obtained at the following addresses: <http://www.epa.gov/fec/>
<http://www.epa.gov/epawaste/conserve/smm/wastewise/index.htm> and
<http://www.epa.gov/wastes/conserve/trr/index.htm>
8. Guidance on doing Environmentally Preferable Purchasing can be reached at the following address: <http://www.epa.gov/epp/> and, more specifically,
<http://www.epa.gov/epp/pubs/products/index.htm>

Guidance on complying with the “buy recycled” Comprehensive Procurements Guidelines or CPG for Federal Facilities and any entity (e.g. federal contractors) which uses Federal Funds to purchase the designated products can be found at www.epa.gov/cpg. A list of products which must be purchased with recycled content in order to comply with the CPG, along with a list of product vendors can be found at this site as well.

9. Information on how to get technical assistance for and public recognition of your businesses’s efforts to reduce your energy use and waste generation can be obtained at the following addresses:
<http://www.energystar.gov/>
www.epa.gov/wastewise

PREPARING THE ANNUAL REPORT

For all of those items checked on the cover page of the report, please provide statistics and details on a separate page (not to exceed 10 pages total). For example, 500 hotel reservations were made over the past period of performance and a total of 300 of those reservations were made at four (4) hotels that are involved in environmentally conscious programs.

For all of those items not checked on the cover page, please provide a justification.

Please address any steps your company has taken in the last year to improve its environmental performance. For example, a recent membership in an environmentally conscious group, any environmental awards, etc.

The contractor shall use the following page as the cover page of their report.

ENVIRONMENTAL REPORT

_____ (contractor's name) has utilized environmentally preferable practices from 1 October _____ to 30 September _____ as follows (check all that apply):

_____ Utilized environmentally conscious hotels. Reservations at these hotels have been made after confirming that the hotel is involved in an environmentally-conscious program.

_____ Utilized methods to ensure the buildings are energy and water efficient and offer employees good indoor environmental quality.

_____ Utilized methods to ensure that office products/machines purchased for use under this contract are environmentally preferable. See EPA's Green Criteria for Office Supplies to see how we define "green" for various office supplies by going to <http://www.epa.gov/epp/pubs/products/offices.htm>, then clicking on EPA Overview, Green Office Supplies at EPA.

_____ Utilized methods to ensure that environmentally preferable products and services are procured.

_____ Utilized methods to "green" fleet acquisition and maintenance.

_____ Utilized methods to ensure that unusable computer equipment is recycled in an environmentally responsible manner.

_____ Utilized methods to reduce the amount of pollution emitted by the organization

_____ Other actions

_____ List all citations, warnings, judgements, fines issued by any Federal, State, or local authority for violations of any environmental law, regulation, ordinance, or code and briefly describe what action your company has taken or plans to take to come into compliance.